

Justice Matters

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Inside

New Salary Plan 2

Legislative Highlights 2

Employee Recognition 3

News from the Bench 4

Bar Association Event 5

Court Profile 6

Juvenile Court 7

Judiciary Looks to Future 8

Congratulations 8

Judicial Conference 9

Ex Parte Communications 10

Employee News 11

Two New Court Initiatives Provide Training and Education for Employees

Clerks and Managers Participate in Prestigious Training Program

In April, 39 circuit court, District Court, and AOC employees completed the first of five courses given by the Institute of Court Management (ICM) for certification in the Court Executive Development Program (CEDP). The course, "Management of Human Resources," was taught by Gilbert Skinner of the Criminal Justice Management Institute and Michigan State University professor Theodore Curry (pictured).

The CEDP is a four-phase program developed by ICM to improve court operations through training. The CEDP, the only program of its kind in the country, provides comprehensive instruction in the technical, interpersonal, and conceptual skills needed by court managers. Those that complete the four phases of



photo by Maria Smiroldo

CEDP earn the designation of Fellow of the Institute for Court Management. The program culminates in a graduation ceremony at the U.S. Supreme Court in Washington, D.C.

(continued on p. 10)

Judiciary Sends its Employees Back to School

Chief Judge Bell has established a policy to reimburse Judiciary employees up to \$500 annually for job-related education. This exciting initiative, benefiting staff of the District, Circuit, and Appellate Clerks' Offices, the AOC, Staff Attorney's Office, and court-related agencies, is retroactive to January 1, 1999. It provides tuition assistance to eligible employees to further their formal education in alignment with an employee's current or anticipated position.

Everyone agrees this is a win-win situation for employees and the Judiciary. According to AOC Human Resources Director Sharon Matthews, "The Judiciary is committed to giving employees the opportunity to participate in a structured, continuous professional development program. By acquiring new skills, knowledge and abilities, employees will be able to successfully respond to the challenges confronting the Judiciary. Everyone benefits."

District Court Human Resources Director Carolyn Morris concurs. "The Judiciary's commitment to establishing opportunities for career enhancement will create a culture of quality that will promote excel-

(continued on p. 9)

The Judiciary Training Center will host an Open House on June 23, from 12:00 to 4:00 pm.

The Center is located at 2009D Commerce Park Drive (across from the Annapolis mall).

For more information, please call (410)946-4925.

Come tour our beautiful new facility.

New Employee Salary Plan Unveiled

The Judiciary has developed an independent pay plan for implementation effective July 1, 1999. The Judiciary's pay plan consists of three salary structures with 15 steps each:

- ◆ a standard structure with grades J01 to J18 (for employees formerly in State grades 5 through 22);
- ◆ a technical structure with grades T01 to T19 (for employees in information technology);
- ◆ a senior management structure with grades S01 to S1 (for employees formerly in State ES grades).

Information pertaining to the Judiciary's new pay plan is being disseminated by the AOC and District Court Human Resources Departments.

In addition, the General Assembly approved a cost-of-living adjustment (COLA) of \$1,275.00 for fiscal year 2000 to be applied in two phases:

- ◆ \$638.00 on July 1, 1999
- ◆ \$637.00 on January 1, 2000

The Judiciary's salary structures, effective July 1, 1999, include the phase one COLA. Each time the annual salary amounts are increased by a COLA, a new copy of the Judiciary's salary structures will be published. ◆

Highlights of the 1999 Legislative Session

The legislative session addressed many issues of significance to the Judiciary. Here are some highlights. If you would like to obtain the full text of legislative decisions, please contact the Court Information Office at (410) 260-1488 or the State Law Library at (410) 260-1430.

THE BUDGET—Despite warnings about possible cuts in capital and operating budgets from legislative leaders, the Judiciary's budget remained largely intact, with the District Court getting the two new judges requested for Frederick and Prince George's Counties, (SB 303/HB 473). Also, extra money was found to expedite criminal case processing in Baltimore City, courtroom expenses and Public Defender staff at Central Booking, and automation for the State's Attorney's office. The Juvenile Justice Center and South Baltimore and Montgomery County District Courts also were funded, but Prince George's County courthouse renovations, (SB 755/HB 48), were not.

DOMESTIC VIOLENCE—(HB 233)—Courts & Judicial Proceedings—Peace Orders began as an extension of the domestic violence process to dating and other non-familial relationships, but ended with reinstating a peace bond concept by petition to the District Court for relief from enumerated acts, including harassment, malicious destruction of property, stalking, and trespass.

CINA—The Foster Care Court Improvement Implementation Committee's rewrite of the CINA statutes, (SB 474/HB 562), failed.

COMPARATIVE NEGLIGENCE—The proposal to change Maryland's controversial contributory negligence standard to comparative negligence, (HB 551), failed. ◆

Story by Elizabeth Veronis, Esq., Legal Counsel

◆ Editorial Board ◆

Judge William O. Carr,
Chairman, Harford County
Circuit Court

Judge William H. Adkins, III
Talbot County District Court

Judge Ralph M. Burnett
Garrett County District Court

Judge Steven G. Chappelle
Charles County Circuit Court

Judge Patricia M. Goldberg
Montgomery County
District Court

Diana Kukk, Pres., Maryland
Court Reporters Assoc.

Michael Miller, Director
State Law Library

Judge Albert W. Northrop
Prince George's County
Orphans' Court

Patricia L. Platt, Chief Clerk
District Court

Judge William D. Quarles
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Sally W. Rankin
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Anne P. Stygles, Chief Clerk
Montgomery County Circuit
Court

Judge Dennis M. Sweeney
Howard County Circuit Court

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Judiciary Honors Employees for Service

It's that time of year again. Across the Judiciary, employees were awarded with pins and accolades for their long-term service. Each jurisdiction celebrated in its own way, ranging from the AOC's Starry Employee Awards Luncheon to office parties and restaurant outings. The following employees were especially honored on their anniversaries by length of service.

35 years

Mary M. Bickford
Robert C. Franke
I. Theodore Phoebus

30 years

Carolyn A. Connelly
Elsie S. Embert
Brenda Eylor
Jacqueline R. Fogg
Marvin A. Hewlin
Freyae D. Jones
Glenda L. Price
Larry W. Shipley
Louis M. Taylor
Marilyn L. Tokarski
William J. Zellers

25 years

Lou A. Bane
Michael L. Baker
Gwendolyn A. Bennett
Joyce Brown
Donna G. Burch
Patricia A. Caton
Beverly J. Davis
Eleanor J. Duncan
Pamela J. Gordon
Diann C. Hamilton
Dannette A. Hardy
Lois L. Harward
Patricia A. Henry
Monica M. Jackson
Maureen A. Jones
Cheryl A. Lotz
William J. Mathias
Shantel A. Oliver
Catherine Pearson
Diane L. Ricketts
Barbara (Bobbie) Santoro
Andrew J. Schultz, Jr.
Gertrude M. Shaw
Denise D. Smith
Gwendolyn E. Smith
Susan E. Stetina
Hon. Raymond G. Thieme, Jr.
Dale E. Trott
Mary C. Tuer
Rose Veneziaro
Mary S. Walton
Dennis J. Weaver
Shirley A. Wilhelm
Joan W. Williams
Michael J. Zepp

20 years

Cheryl Barrow
Patricia A. Barton
Patricia A. Bauer
Pamela A. Beale
Stephanie Y. Beckett
Michael S. Bradin
Bruno Brown

Sondra R. Buckel
Hon. Luke K. Burns, Jr.
Gerard L. Caskey
Laura E. Chadwick
Cathy D. Cox
Pauline DeGrange
Sandra Delano
Judy Drake
Myra Faulkner
Maria Fields
Gladys Foster
Stran J. Funk
Mary D. Gendason
Joan G. Gray
Lorraine A. Hall
Jacquelyn Hinton
Ruth A. Hodgson
Barbara L. Howell
Gary N. Hyman
Francis M. Janczak, Jr.
Jacqueline Johnson
Ann Kelley
Sandra King
Carolyn Lane
Beverly J. Logan
Walter Lynch
Rena E. McGee
Brenda A. Mills
Eleanor A. Moen
Matthew D. Norton, Jr.
Lynne A. Powell
Rebecca Quinlan
Kenneth D. Ridgeway, II
Janet D. Rippeon
Gerri Robertson
Kathleen G. Rushton
Stephen Sopol
Sharon Savoy
David A. Schultz
Hon. D. William Simpson
Dave A. Slide
Kathy Stafford
Nancy Stafford
Joan A. Stallings
John A. Stoltz
Mazie M. Taylor
Susan A. Thau
Berneda Thomas
Hon. William W. Wenner
Corinne (Sissy) Will
Barbara J. Windsor
Janet M. Wywill
Jewel Zarbos

15 years

Darlene Adkins
Patricia G. Allen
Felechia L. Black
Jonay Bolton
Mark S. Bowen
Harold T. Burgess, Jr.
Carol A. Canzoneri

Leslie G. Cockrell
Edith E. Coleman
Helen Colley
Diane K. Davis
Sharon K. Davis
Bessie M. Decker
Debra Delker-Green
Anthony S. Dix, Jr.
Alexis H. Duncan
Barbara J. Fisack
Kimberly J. Foxworth
Barbara Gardner
Melany A. Gattus
Melissa Gray
Shirley A. Grizzel
Hon. Thomas C. Groton, III
Diane S. Hartine
Dorsey L. Hile, Jr.
William T. Hill
Sherry Hines
Mary A. Hutchins
Nilda Jackson
Marlene P. King
Bonnie L. Kirby
Barbara C. Klimm
Doris M. Kotchenreuther
Hon. Gary G. Leisure
Terri J. Linton
Yvonne McClure
Patricia L. Mitchell
Paula M. Moser
Joanne K. Myers
Hon. Thomas E. Noel
Patricia Owens
Noric Pender
Deborah R. Plaugher
Janice A. Potts
Hon. C. Clarke Raley
Patricia L. Ramsey
Hon. C. Clarke Raley
Patricia Reid
Hon. Mary Ellen Rinehardt
Hon. Edward D. E. Rollins, Jr.
Peggy Ryan
Grace E. Simms
Hon. Paul E. Smith
Lynn C. Sprouse
Kim L. Wallace
Susan A. Webb
Hon. Paul H. Weinstein
Deborah M. Wells
Kimberly H. Werneke
Hon. Cypert O. Whitfill
Susan Woodson
Frances Young-Pettis

10 years

E. Margarete Arnold
Debra A. Bailey
Beatrice Bartholomew
Vondranette Baynard
Deborah Beville

Rose M. Bowen
Mary Brashewitz
Bill Broussard
Charles Brown
Pearl M. Burdyski
Bertha Byrd
Janice L. Carter
Loree Carter
Rosie E. Combs
Terrie A. Connolly
Catherine E. Cook
Shirley Craft
Tonya Davis
Deana R. Deans
Joanne Depp
Theresa L. Derita
Edward A. DeWaters, III
Paris B. Dixon
Letitia D. Douglas
Hon. James B. Dudley
Kimberle A. Early
Star Elam
Kelly E. Evans
Darlene F. Faulkner
Hon. Vincent E. Ferretti, Jr.
Dorisena Fields
Teresa Forgacs
Susan P. Gerecht
Nancy Goss
Hon. Clayton Greene, Jr.
Diane B. Greene
Roseann Greenwell
Debbie Grube
Elizabeth C. Heimbach
Alfreda M. Henry
James Himes
Ricky L. Holbrook
Brenda Holland
Elmira M. Jackson
Eleanor Jackson
Melissa Jennings
Cynthia D. Johnson
Cathy Jones
Inez L. Jones
Kathleen A. Jones
Beverly M. Karmasek
John F. Kelly
Julie Kline
Mary K. LaMark
Debra Lamer
Dot Lanasa
Josephine Mansinne
Crystal L. Marsden
Deena Martin
Hon. Larnzell Martin, Jr.
Patricia J. Martin
Wanda D. Mason
Tom McConnell
Marilyn Mitchell
Sanita Moore
Theresa L. Mozzano
Lois E. Nelson

Dena Payton
Diana L. Rhoades
Hon. Thurman H. Rhodes
Colleen Rill
Floretta Roberts
Mary H. Ross
Barbara Royal
Linda J. Salazar
Hon. James P. Salmon
Hon. John W. Sause
Lashawn J. Sellman
Nancy Schultz
Paul Shrader
Carolyn M. Simms
Mary S. Sivic
Ann J. Smith
Francina Smith
Mary Kay Smith
Kimberly O. Snyder
Valerie Spencer
Cindy Spieth
Christopher Stachlinski
Melissa B. Steward
Doris Sweeney
Carole Taylor
William Treger
Terry Trent
Tricia E. Thorpe
Cheryl R. Timmons-Burke
Linda D. Turner
Hon. Stephen M. Waldron
Raymond M. Wallace
Sandra Whitten
Peggy M. Willis
William L. Youngblood

5 years

Hon. Shiela Tillerson Adams
Dolores M. Baltimore
Sylvester L. Bames
Stanley D. Bell
Diane Bessling
Keith J. Blacker
Betsy L. Blough
Deborah L. Brock
Carolyn Jean Caldwell
Raymond Campbell
Cecil Chaney
Darryl S. Clay
Sharon Coleman
Joan L. Cooper
Linda Davie
Ralph S. Densmore
Hon. D. Warren Donohue
Wanda Dorsey
Dawn Dougherty
Mabel A. Dove
Gladys M. Dwiggins
Robert Edwards
Linda Etzold
Michelle A. Evans
James Farrell
Virginia Ford
Linda Francischetti
Laura K. Forrester
Karen Gardner
Leslie E. Gilbert
Saundra L. Grimes
Betty L. Goodman
Sandra F. Haines
Malissa Harley
Margaret A. Harrington
Gina M. Hartman
Patricia A. Hinkle
Nancy S. Hoffman
JoAnn Hunter
Sherise L. Hynson
Gwendolynn M. Irwin
Gayle J. Johnson
Hon. Norman Johnson
Hon. Martha G. Kavanaugh
Moses Kelly
Yvonne Koontz
Katherine O. Krazinsky
Hon. Warren J. Krug
Denise Lemke
Sharon L. Matthews
Jeanne M. McAllister
Kathy J. McCann
Hon. John H. McDowell
Cheryl McGaughlin
Brenda G. Millette
Bonnie Morgan
Gina M. O'Leary
Kathy Peeler
George T. Peter
Hon. Emory Plitt
Cathleen Price
Linda N. Randall
George Reith
Judy Richards
Vernell Roberts
Robin Robertson
Hon. Nelson W. Rupp, Jr.
Melanie D. Samakow
Hon. Nancy Shuger
Karla Smith
Teresa Smithrick
Constance E. Steele
Lisa D. Steele
Deborah W. Steever
Doris L. Thomas
Mildred Thomas
Lucesita Torres
Hon. William P. Turner
Julia L. Walther
Dave Warnick
Robert Williams
Susan Williams
Helga Wilson
Wary F. Wheeler
Dolores A. Woerner
Hon. Alexander Wright
Wanda Yingling



News from the Bench

Counseling Helps Court Employees Cope with Tragic Shooting

On March 11, the words that every court employee dreads were spoken at the Howard County Circuit Court; "Someone has been shot at the courthouse." Around 2:30 p.m., a defendant in a divorce proceeding allegedly shot and killed his wife and wounded her daughter, in the parking lot. Although prompt action by Sheriff's deputies prevented further injuries and the defendant is now incarcerated, the impact of those words have had a lasting impact. Courthouse employees have experienced anxiety, sleeplessness, and concern over their safety. In response, the Howard County Mental Health Authority has provided counseling for the staff. These sessions were lead by Dr. Helen Lann, a psychologist. Thanks to this effort, Howard County courthouse employees have had the opportunity to discuss their feelings and fears associated with this traumatic event. For further information, contact John Shatto at (410) 313-4851 ♦

Story by John Shatto,
Howard County Court
Administrator

We congratulate the following judges on their recent appointments:

BALTIMORE CITY

Judge Wanda Heard joins the Baltimore City Circuit bench, filling the vacancy left by Judge Rombro's retirement. Judge Heard was Special Assistant to the Director of the Office for Weed and Seed, a Justice Department program which helps make high-crime areas safer. This 1982 University of Maryland School of Law graduate clerked for Judge Karwacki, and was Assistant State's Attorney for Baltimore City from 1983-85, returning in 1988 as Division Chief for the Sex Offense Unit. She was Assistant U.S. Attorney for the Virgin Islands and Florida from 1991-1997. Judge Heard has received many awards from the Justice Department, including two commendations from Attorney General Janet Reno.

Baltimore City District Court welcomes **Delegate Timothy D. Murphy**, who succeeds retired Judge Mary Ellen Rinehardt. Judge Murphy was elected to the Maryland House of Delegates in 1994, and re-elected last Novem-

ber. He entered politics in 1982 on the Baltimore City Council, where he served until 1995. He headed the Democratic Central Committee for Baltimore City from 1978-82. Judge Murphy's legal credentials include his tenure since 1993 with the law office of Murphy & Klavans, LLC. This 1976 graduate of the University of Baltimore School of Law served as Assistant State's Attorney for Baltimore City from 1977-82, and then joined the firm of Peter G. Angelos, where he spent 10 years.

BALTIMORE COUNTY

Baltimore County Circuit Court welcomes **Kathleen G. Cox**, who fills the vacancy created by the retirement of Judge Alfred L. Brennan, Sr. Judge Cox, most recently a partner with Venable Baetjer and Howard, began her legal career from 1979 to 1981 as law clerk to U.S. District Judge James R. Miller, Jr. She then was a federal public defender until becoming an associate with Cook, Howard, Downes & Tracy (which later merged with Venable). A 1979 graduate of the University of Notre Dame School of Law, Judge Cox chairs the Coe Board of Review and is on the Executive Board of the Maryland Food Committee of the Lawyer's Campaign Against Hunger.

(continued on p. 12)

Judge Rodowsky Awarded for Exemplary Efforts to Achieve Gender Equality



photo courtesy of Pamela White, Esq.

Ten years after being appointed to establish and direct the Select Committee on Gender Equality, Court of Appeals Judge Lawrence F. Rodowsky was honored for his exemplary efforts towards achieving the laudable goal of eliminating gender bias in the Maryland judicial system. The Maryland State Bar Association held an Anniversary Dinner Celebration in his honor on April 26 at the Baltimore Hyatt Hotel.

Pictured is Judge Rodowsky, being presented with a commendation from the Governor's Office by Pamela White, Esq., Chair of the Select Committee. He also received a Waterford crystal gavel from the Select Committee, and a sweatshirt from the Women's Bar Association. Also awarded for their work in helping to make gender equality a reality were retired Special Appeals Court Judge Rosalyn Bell, and Deborah Unitus, who has staffed the committee since its inception.

Just what do judges wear under those robes?

Judges Disrobe for Charity



photo courtesy of the Baltimore County Bar Association

On April 28, a group of disrobed jurists took center stage at Martin's West, as part of the Baltimore County Bar Association's "Dress to Impress" Charity Fashion Show. The program, which featured county judges modeling the latest Brooks Brothers fashions, benefited Lawyers for Literacy and Lawyers Campaign Against Hunger.

The "models" included retired Circuit Judges Alfred L. Brennan, Sr., and A. Owen Hennegan; Circuit Judges J. Norris Byrnes, Kathleen G. Cox, Lawrence R. Daniels, John O. Hennegan, James T. Smith, John Grason Turnbull II and Alexander Wright; District Judges Darrell Russell, Vicki Ballou Watts and Alexandra Williams; and Master Jacqueline Dawson. Circuit Judge Robert Cahill, Sr., and his wife Patti provided the fashion narrative.

Nearly 200 judges, attorneys and friends attended the cocktail event, which not only netted nice contributions for some excellent causes, but also gave everyone some great sartorial tips on professional court attire. ♦

Terri Beck, Baltimore County Bar Association, contributed to this article

Parent education and mediation among topics discussed

Family Services Coordinators Convene in Annapolis

Family Services Coordinators from around the state convened in Annapolis on Friday, March 5, for an AOC-sponsored conference designed to assist them with developing and implementing services for families in their respective jurisdictions.

The conference agenda included presentations by University of Baltimore School of Law Professor Barbara Babb and Judge Albert Matricciani, Jr. Chief Judge Robert M. Bell, and Judges Matricciani, Paul Weinstein, and Clayton Greene addressed the group at a pre-conference dinner Thursday evening. A panel of

service providers spoke to the coordinators about such programs as parental education seminars, supervised visitation, mediation and pro se assistance. Deputy State Court Administrator Frank Broccolina and Judy Moran, Family Division Coordinator for Baltimore City Circuit Court, facilitated a group discussion, generating short-term goals which the coordinators were charged with implementing by year-end. The coordinators will meet again in September to discuss strategic planning for the coming year. ♦

Story by Judy Moran

Court Profiles . . .

Meet Sharon Matthews, Director of AOC Human Resources

IT'S A MATCH!

Beginning July 1, 1999, the State of Maryland is going to match your contributions to your 457 and 401(k) supplemental retirement plans dollar for dollar, up to a maximum of \$600 each fiscal year. To be eligible for the match, you must:

- be a State Employee;
- be a member of the State Employees "Modified" Pension System; and
- be enrolled and make contributions to one of the supplemental retirement plans.

Contributions are payroll deducted. The minimum amount for participation in one of the supplemental retirement plans is \$5 per bi-weekly pay. If you contribute approxj. \$25 per biweekly pay, you will receive the maximum match of \$600.

If you are not currently contributing to one of the supplemental retirement plans, there is no better time than now to enroll and make biweekly contributions. For more information, contact PEBSCO, our plan administrator, at 1-800-473-2726. (Chris Hartway, Ext. 73728, is assigned to the Judiciary, but anyone can assist you.) General literature is also available from Susan Raleigh in AOC Human Resources, at 410-260-1278.

For District Court, please contact Debbie Vlna or Alice Graham at 410-260-1200

Story by Susan Raleigh

From handling sticky interpersonal situations to dispensing guidance and advice to 1,600 + employees in accordance with applicable employee laws and established organizational policies, Sharon Matthews' role as Director of Human Resources for the Administrative Office of the Courts (AOC) is varied, vast, and ever-changing. In addition to managing the personnel needs of Maryland's judges and AOC employees, Ms. Matthews and her staff of 14 also provide service to the employees of the court-related agencies, appellate courts and offices of the clerks of the Circuit Courts statewide.

The Office of Human Resources has four primary units—Employment and Employee Relations, Training and Development, Compensation, Benefits and HRIS, and most important to most staffers, Payroll. The office also manages EEO efforts.

Ms. Matthews feels that the most challenging aspect of her job is employee relations and giv-



photo by Eric DeLisle

ing managers and employees guidance. She believes strongly that providing employees with complete facts and accurate information often defuses potential problems.

Her route to Human Resources was circuitous—after graduating from the University of Maryland with a B.A. in Psychology, she worked as a neuro-psychology technician at Children's National Medical Center in Washington. She moved into human resources while at the Medical Center, where she remained for several years. She eventually earned an MBA from the University of Maryland, and after stints with the Perpetual Savings Bank and as a private consultant, began working for Johns

Hopkins Hospital. In 1993, she joined the AOC as Personnel Manager, and in 1997, was appointed Director of Human Resources.

While away from the office, this Columbia resident enjoys exercising, and is an avid reader. Ms. Matthews also likes working with children, and teaches kindergartners for her church Sunday school. ♦

Judge Carr contributed to this story

Judge Stops Crime in Progress

Judges are respected for their wisdom, fairness, and dedication. Prince George's County Circuit Judge C. Philip Nichols, Jr. has added another admirable attribute to the list—heroism. One evening last March, as the jurist drove through Laurel, he observed a young woman struggling in the grasp of a man who dragged her toward an awaiting vehicle.

Judge Nichols stopped his car and confronted the woman's assailant. He ordered the man to release the woman, and called 911 from his cell phone. According to police who arrived on the scene, the woman fled, and nei-

ther her assailant nor the driver of the awaiting car were charged. ♦

As reported in the *Prince George's Journal*

A Jurist and an Athlete

We applaud Worcester County Circuit Judge Thomas Groton III for his outstanding finish in the second annual Atlantic Coast Police Biathlon Championship. He placed first in the 50+ division, and completed the cycle-run-cycle race 11th overall. Our congratulations on a job well done!

Foster Care Court Improvement Project

New system for juvenile courts is "MAJIC"

A demonstration of MAJIC (Maryland Automated Judicial Information for Children) fascinated judges, masters, and court employees on March 31 as the Foster Care Court Improvement Project (FCCIP) Statistics/JIS Subcommittee showed off the wizardry of this new database, which will simplify the processing of Child in Need of Assistance (CINA) cases. This demonstration, presented by Vasudevan Software Inc. (VSi) at the Judiciary Training Center, drew interested spectators from throughout the state. So far, MAJIC is being used in two pilot sites, Carroll and Anne Arundel Counties, which are currently modifying the prototype. According to Larry Shipley, Clerk of the Court for Carroll County:

"MAJIC is a much more comprehensive system than what we have right now. It will help the court in making decisions concerning our children and families."

This demonstration (the third of its kind) gave court personnel further opportunity to become familiar with MAJIC, and to suggest changes to the software. For example, participants identified forms and orders not already included in the database, which already contains routine documents for such issues as shelter care adjudication and adoption. MAJIC offers such features as case management; docket maintenance; preparation of court orders and master's recommendations; and a scheduling system. Most important, it can also facilitate the "tracking" of a child through the system.

MAJIC software was developed pursuant to a FCCIP recommendation to ensure reasonably accurate data collection within the court system, and to devise uniform terminology. Although the larger jurisdictions (Baltimore City, Prince George's and Montgomery Counties), already use automated systems for their CINA cases, MAJIC is the first opportunity for most counties to do so. Once the system is fully installed, the FCCIP will request that each jurisdiction use similar terminology to promote accurate data collection and analysis.

For more information about MAJIC, contact FCCIP Director Althea R. Stewart Jones, Esq. (410) 260-1296, or Kathaleen Brault, Esq., MAJIC Manager, (410) 260-1272. ♦

Kathaleen Brault contributed to the story

"Double Sauced Crab Urchins" recipe takes the grand prize

Law Librarian an Excellent Reference for Cooks

Ms. Dee VanNest (pictured) won a \$1,000 savings account at the Chevy Chase Bank and will have her "Double Sauced Crab Urchins" recipe featured at Phillips Harborplace Restaurant in June 1999. Three finalists selected from over 130 entrants competed on May 2 in Baltimore.

The distinguished panel of judges included Shirley Phillips, Co-Founder of Phillips Seafood Restaurants; Maryland Governor William Donald Schaeffer, Hugh Newton Vice President of Chevy Chase Banks, and Bruce Stienber Senior Seafood Buyer of Giant Food, Inc.

To view the full recipe (with avocado cream sauce and Thai dipping sauce, and presentation suggestions), visit www.phillipsfoods.com/html/crecipe.html or call Ms. VanNest at 410-260-1441. ♦



photo by Eric DeLisle

How should the courts allocate their resources?

The Judiciary Looks to the Future

With direction from statewide judicial committees, commissions and councils, Maryland is moving forward with many initiatives, some of which could permanently affect how cases are processed and the Judiciary is administered, including Alternative Dispute Resolution, services to pro se and other litigants, foster care and technology. How should the Judiciary allocate finite resources among these and other possible improvements and reforms? Chief Judge Robert Bell has asked Dr. Geoff Gallas of Aequitas, Inc., and formerly Vice President of the National Center for State Courts, to assist the Maryland Judiciary in determining future priorities.

On Friday, May 21 and Saturday, May 22, a representative group of judges, court administrators and clerks met with the Chief Judge and Gallas to: review findings from over 30 interviews on the state of the Maryland Judiciary and how it can be improved; evaluate and prioritize possible improvements and reforms; determine action steps with respect to the most promising initiatives; and consider the costs and benefits of a multi-year statewide strategic planning effort, and whether such an effort makes sense in Maryland.

This exercise should, at the very minimum, produce two or three promising statewide reform initiatives. Following the May 21–22 meeting, a report will describe the promising initiatives including implementation steps and recommend whether or not Maryland is ready for statewide strategic planning and, if so, how to carry it out. The report will be made available to all interested parties. For more information about this process, contact Frank Broccolina at 410-260-1295. ♦

Congratulations to . . .

Court of Appeals Chief Judge Robert M. Bell, who was a recipient of the 1999 Legal Excellence Award for Advancement of Public Service Responsibility, bestowed by the Maryland Bar Foundation at a special ceremony held March 23 at the State House. **Court of Appeals Judge Lawrence F. Rodowsky** was also honored by the Bar Foundation, receiving this year's Legal Excellence Award for the Advancement of Professional Competence.

Court of Appeals Judge Alan M. Wilner, who received the University of Maryland's School of Law's Alumni Association's Distinguished Graduate Award. This award honors an alumnus who "has achieved prominence through professional excellence and service to the Maryland community."

Court of Appeals Judge Irma Raker was the recipient of the Girl Scouts of Central Maryland's 1999 Distinguished Women's Award for her exemplary career success and demonstrated leadership as a woman of today.

Court of Special Appeals Judge Sally D. Adkins, who has been named as the new Chair of the Judicial Disabilities Committee. She replaces **Court of Special Appeals Judge Glenn Harrell**, who stepped down as chair last November.

Montgomery County Circuit Judge Ann Harrington, who was appointed Chair of the Select Committee on Gender Equality. ♦

Truth Is Stranger than Fiction

Do you have any humorous, quirky, or downright bizarre court-house tales to share? We'd love to hear them— and perhaps print them in an upcoming edition of *Justice Matters*.

Please send them our way—either by fax at (410) 974-5291, or by e-mail to Maria Smiroldo.

Judge Harry Cole, Maryland legal pioneer and civil rights trailblazer, dies at 78

Retired Judge Harry Cole, an inspiration to many as the first African-American to serve on Maryland's Court of Appeals and the first elected to state senate, died February 14 of complications from pneumonia, at age 78.

In 1954, this political ground-breaker won a hotly-contested senate seat by a mere 37 votes, beating a powerful Baltimore political machine. This seemingly-impossible triumph paved the way for a generation of black politicians. In 1967, Judge Cole was appointed to the City Municipal Court, and a year later, elevated to Baltimore City's Supreme Court (today's Circuit Court). He was named to the Court of Appeals in 1977.

In the legal realm, he is best remembered as a defender of constitutional rights. Among his key judicial accomplishments was authoring the unanimous opinion upholding the state's right to fund abortions for poor women. Personally, he will not only be remembered by history, but by all to whom he was a mentor, an inspiration, and a friend. He is survived by his wife of 41 years, three daughters, a sister and two grandchildren.

Eric DeLisle's Music Scores Big

Some of you may know Eric DeLisle as media developer extraordinaire, and we have all been wowed by his innovative Pow-erpoint, video, and CD-ROM productions. But few know of his secret life as a musical composer—one whose work has even been featured on national television.

Eric's 15 minutes of fame came in the form of 20 seconds of his original music, played during a guest introduction on the "Maury Povitch" show last May. Not an inveterate talk show watcher, he never would have known of this, except for the \$391 royalty check he received in January. Since then, Eric's been greeted with an occasional monetary surprise in his mailbox. He noted that he was thrilled to see a check for \$625 recently—until he realized it was actually for six dollars and twenty-five cents. He's decided to frame, rather than cash, this one.

Eric's involvement with music started in grade school, "playing every instrument under the sun." He progressed to playing in rock and pop bands, and culminated in composing "bed music", which is used as background in movie soundtracks, TV shows, and commercials, in his home studio.

He registered some of his compositions with a publishing house, which signed him to a five-year contract. "Nothing came of it," he said—until now. "Interesting thing is—the piece they aired, was from when I was 21 or 22 years old. Over the years, I've built up a digital catalogue of my music—which has improved tremendously since then," Eric said. Not surprisingly, receiving his first legitimate royalty checks have given him a "renewed interest" in marketing his compositions. We wish him all the best!

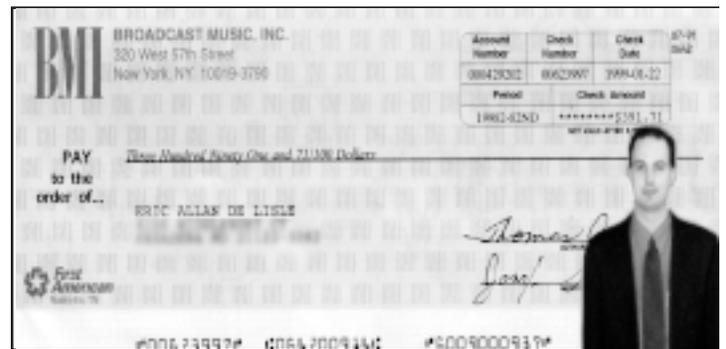


photo by Kelli Young and Eric DeLisle

Maryland Judicial Conference to Meet at Hunt Valley

The Maryland Judicial Conference will conduct its annual business meeting and educational program at the Baltimore Marriott Hunt Valley Inn on June 17-18, 1999. The conference will begin with the business meeting on Thursday morning followed by a presentation by Judge John F. McAuliffe on *The Findings of and Report by the Maryland Commission on Criminal Sentencing Policy*.

The afternoon sessions will be presented by Judge Charles E. Moylan, Jr. and Judge Joseph F. Murphy Jr., who will cover special topics and recent developments in the law regarding automobile stops, searches, seizures and arrests, including recent Supreme Court cases. On Friday, alternative dispute resolution issues, practices, and special topics will be addressed by experienced practitioners at the plenary sessions and workshops. ♦

Story by Fred Williams

Back to School

(cont. from p. 1)

lence in performance, job enrichment, personal development, greater productivity and improved morale," she said.

The new tuition benefit comes courtesy of the Judiciary Professional Development Committee, comprised of court clerks from both the District and Circuit Courts, who had been working on separate development committees to develop training and tuition reimbursement programs for themselves. The two groups merged to form the Judiciary Professional Development Committee, and together, under the direction of Frank Broccolina and Patti Platt, they put together a Judiciary-wide plan for professional education for District and Circuit Court clerks, culminating in the CEDP presentation.

During their discussions, the committee also addressed the lack of professional development opportunities for all judicial employees, which they agreed was contrary to the Judiciary's mission of fostering a culture of excellence. The committee therefore proposed a court-wide education policy to Chief Judge Bell, who wholeheartedly supported, and implemented, the measure.

For further information about this benefit, please contact your supervisor or Human Resources Office. ♦



NEW NAME . . . SAME SERVICES

Green Spring Health Services has changed its name to Magellan Behavioral Health, but the services will remain the same. So, if you are enrolled in the State of Maryland PPO or POS Health Plans, your same mental health benefits will be provided by Magellan. Magellan Health Services can be reached by using the same phone number as for Green Spring Health Services at 1-800-720-7931. ♦

New Resources

The Court Information Office has three new publications available to assist judges in managing the often-challenging situations presented by the media. Please call (410) 260-1488 to obtain or borrow copies. You can also check with the State Law Library at 410-260-1430.

***Managing the High-Profile Case: A Practical Blueprint*—This manual, produced by the Court Information Office, offers a compilation of checklists, tips, and sample orders to help navigate the media aspects of a notorious case.**

***The Media Studies Journal*—Generously provided to us by the Freedom Forum, this guide includes informative perspectives on covering the courts, ranging from “Lessons from the Timothy McVeigh Trial” to “What Gets on the Networks?”**

AVAILABLE ON LOAN—*Managing Notorious Trials*, from the National Center for State Courts. This is an excellent resource for all facets of managing high-profile cases.

ALSO ON LOAN—*When Judges Speak Up*, audio visual and written materials which feature interactive scenarios to help prepare judges for tough situations involving the press. ♦

Ex Parte Communication Complaints on the Rise A Growing Courtroom Problem

(Ed. Note—Employees who work closely with judges should be aware of ex parte issues for their judges when handling their phone calls and correspondence.)

Since 1995, the Commission on Judicial Disabilities has received over 100 written complaints per year regarding the conduct of Maryland judges. Besides formal grievances, the Commission also receives many informal complaints concerning the Appellate, Circuit, District and Orphans’ Court judges over which it has jurisdiction.

These complaints frequently concern *ex parte* communication, and are often from litigants calling after a court appearance to report conduct they felt was *ex parte*.

In the past two years, the Commission has even received complaints about judges engaging in *ex parte* communication when the communication was specifically permitted by statute. The public seems aware of Maryland Rule 16-813, Canon 3(5), which states,

A judge should accord to every person who is legally interested in proceedings, or the person’s lawyer, full right to be heard according to law, and, except as authorized by law, neither initiate nor consider *ex parte* or other communications concerning a pending or impending proceeding.

Maryland Rule 16-813, Canon 1 provides that “. . . A judge should observe high standards of conduct so that the integrity and independence of the judiciary may be preserved.”

“*Ex parte* - (Lat.) of the one part . . . implies an examination in the presence of one of the parties and the absence of the other.”

—*Bouvier’s Law Dictionary*

These canons, when read together, cause many litigants to believe that *any* communication with a judge by their opposition is automatically a violation of the canons, resulting in many complaints where the judge’s conduct was actually innocent and unrelated to the litigation before the court.

Recent Commission correspondence indicates that Maryland judges should be careful to avoid improper *ex parte* communication, as well as the appearance of engaging in such communication.

One remedy is for judges to inform parties in cases before them that the court does not engage in such communication and shall not participate if it is initiated by a party. This can be done through in-court announcements, notice to parties, and discussions with counsel.

Also, a judge may respond to attempts to engage in *ex parte* communication by pointing out to all parties present that communication from one party to the court is unacceptable. Finally, when a permitted *ex parte* hearing is heard, the court should make extraordinary efforts to explain to the parties what occurred at the hearing, and why it was conducted *ex parte*. ♦

Story by Steven P. Lemmey,
Investigative Counsel to the
Maryland Commission on Judicial Disabilities

Court Management Training *(cont. from p. 1)*

According to District Court Chief Clerk Patti Platt: “This program provides a rare opportunity for circuit and District Court managers to discuss important issues which affect both courts jointly, and provides for the exchange of ideas between the two sectors. Training opportunities like this one will strengthen the skills of our court management team statewide.”

In bringing the CEDP curriculum to Maryland, Chief Judge Bell stated, “I believe strongly that

education and training are necessary to prepare our court personnel for the twenty-first century, and I fully endorse presenting this excellent program for our clerks.”

The second CEDP course, “Fundamental Issues of Caseflow Management,” is scheduled for September 1999. ♦

Story by Anne P. Stygles
and Richard A. Parker

EMPLOYEES ON THE MOVE

ANNAPOLIS

Administrative Office of the Courts

Nancy Kline, Anne Lapier, Gary S. W. Pinsky, Ronald White, Robert Bruchalski, Lauren Griffith, Hugh Reinhart. Congratulations on your promotions, Suzann Parry, Ricardo Farraj-Ruiz, and James Steiner.

Court of Appeals

Carol Holt, Melissa Thompkins. Congratulations on your promotions, Bessie Decker and Joanne Drewry. Best wishes on your retirements, Frances Wooten and Robert Francke.

State Law Library

Qiong-Fang She. Best wishes on your retirement, Shirley Ritzenhouse.

CIRCUIT COURTS

Allegany County

Patricia Coyle

Anne Arundel County

Leslie Croney, Michelle Klein, Catherine Parnis, Ann Roberts, Claudia Thomas, Suzan Thomas, Monet Wheatley. Congratulations on your promotion, Linda Grimm. Best wishes on your retirement, Beverly Logan.

Baltimore City

Alphondus Crowder, Mary Green, Patricia Harrell, Antoinetta Harrison, Anissa Hunter, Brenda Jones, Mary Lee, Jacqueline Logan, Gina McCall, Melissa McClung, Keopeia Merrill, Robin Platt, Betsy Roane, Gladys Dungee. Congratulations on your promotions, Lydia Edwards, Jamillah Samuels, Donna Young, Paulette Young, and Kathleen Puckett. Best wishes on your retirement, Joann Alluisi.

Baltimore County

Melissa Foehrkolb, Kimberly Goolsbee, Mary Isner, Jeffery Johnson, Sheri Riggs, Lora Rizzato. Congratulations on your promotion, Dawn Kohler.

Calvert County

Danielle Merritt

Charles County

Jacquelynn Joudrey

Carroll County

Best wishes on your retirement, William Mathias.

Dorchester County

Best wishes on your retirements, Jane Brown and Mary Murphy.

Frederick County

Robin Rhoderick, Terra Shaw. Congratulations on your promotion, Brenda Main.

Harford County

Kathleen Jones

Howard County

William T. Carback, Jr.

Montgomery County

Kevin Abram, Laura Blocklin, Heather Dixon, Robert Gunter, Tshay Kifle, Christine Lutale, Maria Marroquin, Sarah Nelson, Jessie Rinehart, Stephanie Williams, Sheryl Gibson, Victor Martinez. Congratulations on your promotions, Linda Daly, Eric Haegele, Jr., Kelly Mackie, Kendall Free. Best wishes on your retirement, Eleanor Duncan.

Prince George's County

Teresa Abrams, Theresa Capers, Debra Clark, Angella Jackson, Kimberly Lee, Kameko Plater, Stacey Ray-Seldon, Cindy Whittington. Best wishes on your retirement, Marjorie Bae-schlin.

St. Mary's County

Michelle Schmidt, Tamara Weasenforth

Somerset County

Patricia Bozman, John King

Washington County

Angela Campbell, April Corley, Jessica Weaver

Worcester County

Mary Beth Williams

DISTRICT COURT

Annapolis Headquarters

Lisa I. Ritter. Best wishes on your retirement, Carol Hart.

Anne Arundel County

LaToya Barnes, Jennifer Davis, Khalima Jacobs, Kenneth Koellner, Sr., Michael Snukis. Congratulations on your promotion, Cecil Chaney.

Baltimore City

Waverly Harris, Denise Howard, Karen Watkins, Yvonne West, Bernard Johnson, Jean Holly, Harry McDonald, Athenia Kirk, Rose Hendler, Rosemary Jefferson, Takisha Jones, Dionne Mack, Erica Roles, Daniel Calhoun, Talisa Lewis, Lisa West. Congratulations on your promotion, Doris Gillis.

Baltimore County

Dawn Williams, Michael Tum-inello, Latasha Davis. Congratulations on your promotion, Sheila Alverson. Best wishes on your retirement, Cora Weaver.

Caroline County

Best wishes on your retirement, James B. Horsey.

Carroll County

Enid Levy

Cecil County

Joseph Ulatowski, Paul Williams

Charles County

Kathryn Gomes

Dorchester County

Barbara Jarrell, Angela Brown

Frederick County

Tiffany Ferrell

Harford County

Katina Blake

Howard County

Best wishes for your retirements, John Lewis and Lawrence Moore.

Montgomery County

James Arnold, Danny Kessell, Andy Blasher, Gary Furr, Tonya Cain, Eugene Herrera, Elizabeth Camuti-DiVincenti, Michael Gretz, Trudy Sharer, Rajahakshmi Thaivalappil, Patricia Brown, Cheryl Hector, Randall Jupiter, Mike Main, Danielle Hawks, Celeste Wright, Florence Rounds, Richard Wawrzyniak, Shani Lindsay, Tanya Stemple, Paula Bowie, Michelle Hall. Congratulations on your promotions, Christine Collins, J. Diane James, and Mari Johnson-Lee.

Prince George's County

Sarah Sherman, Tammy Bopst, Bonnie Dubritton, Karen Moore. Congratulations on your promotion, Tammy Doswell.

Queen Anne's County

Joseph Barrett

Talbot County

Best wishes on your retirement, Suzanne Healy.

Washington County

Bill Blair

Wicomico County

Catherine Jones

(Please let us know if we missed your name and we'll include it in the next edition. -- Ed)

Calendar of Events

JUNE

- 8 **Alternative Dispute Resolution Commission's Regional Forum in Central Maryland**
- 9 **Alternative Dispute Resolution Commission's Regional Forum in Southern Maryland**
- 17-18 **Judicial Conference, Baltimore Marriott Hunt Valley Inn**

JULY

- 4-9 **National Association for Court Management's Annual Conference, San Jose, California**
- 16 **MD State Bar Assoc. Golf & Tennis Outing**
- 17 **MD State Bar Assoc. Crab Feast, Annapolis**

SEPTEMBER

- 23 * **Handling Guardianships, 9:00 a.m. to 12:00 p.m.**
- * **Computer-Assisted Legal Research, 1:00 p.m. to 4:30 p.m.**
- 24 * **Significant Appellate Decisions, 9:00 a.m. to 12:00 p.m.**

- * **Humanities, 9:00 a.m. to 4:30 p.m.**
- * **Substantive Issues, Problems, and Sanctions in Domestic Violence Cases, 1:00 p.m. to 4:30 p.m.**
- 27 **New Circuit Court Law Clerk Orientation**

OCTOBER

- 3-6 **Mid-Atlantic Association for Court Management's Annual Conference, Ocean City**
- 21 * **Bail Bonds, 9:00 a.m. to 12:00 p.m.**
- * **Post Conviction, 1:00 p.m. to 4:30 p.m.**
- * **Maryland Legal History, 9:00 a.m. to 4:30 p.m.**
- 22 * **Actions Under 42 U.S.C. 1983, 9:00 a.m. to 12:00 p.m.**
- * **Contempt of Court, 9:00 a.m. to 12:00 p.m.**
- 29-30 **The Conference of Circuit Judges' Annual Meeting, Rocky Gap Resort, Allegany County**

* *Judicial Institute of Maryland programs. Please note that these courses are open only to judges and masters. Masters are permitted to register for courses pertaining to the types of cases they hear.*

News from the Bench (continued from page 4)

Judge Vicki Ballou Watts joins Baltimore County District Court, succeeding retired Judge John Garmer. Judge Watts, a solo practitioner who concentrated on personal injury, criminal, traffic and family law, is a 1983 graduate of the University of North Carolina School of Law. She began her legal career in 1984 with the firm of Gerald A. Smith and Associates. Since 1988, Judge Watts has served as panel attorney for the Baltimore City Public Defender's Office. A member of the Maryland Trial Lawyers' Association Board of Governors since 1996, she was appointed to the Attorney Grievance Commission's Inquiry Panel in 1998.

MONTGOMERY COUNTY

Montgomery County District Court welcomes **Judge Michael J. Algeo**. Judge Algeo has served as Senior Assistant State's Attorney for Montgomery County from 1990-99, and previously, from 1986-88. He was a senior associate with the law firm of Jordan, Coyne & Savits from 1988-90. A 1984 graduate of American University's Washington College of Law, Judge Algeo, a Vietnam veteran, was an Air Force Sergeant from 1970-72. He was Precinct Chairman of Montgomery County's Democratic Party from 1990-99.

SOMERSET COUNTY

Judge R. Patrick Hayman joins the Somerset County District Court bench, succeeding retired Judge Robert Horsey. Judge Hayman has

been a solo practitioner in Princess Anne since 1973, and has also served as an Assistant Public Defender. He graduated from the University of Maryland School of Law in 1971. He provided pro bono legal services to the Somerset County Development Center, which serves mentally retarded adults, and to MAC, Inc., which assists the elderly.

WICOMICO COUNTY

Wicomico County Circuit Court welcomes **Judge Donald Davis** to the bench, to fill the vacancy created by the elevation of Judge Sally Adkins to the Court of Special Appeals. Judge Davis has been a member of the Salisbury law firm Perdue, Rayne, Davis & White since 1969. This 1968 honors graduate of the University of Maryland School of Law served on the Salisbury City Council from 1988 to 1992. He is past president of the Wicomico County Bar Association, and served on the MSBA's Committee on Judicial Appointments.

RETIRED JUDGES

Judge Robert D. Horsey, Somerset County District Court
 Judge Darlene G. Perry, Prince George's County Circuit Court
 Judge Richard T. Rombro, Baltimore City Circuit Court
 Judge Mary Ellen Rinehardt, Baltimore City District Court